



DSN-MO AND TOOLS OF CHOICE




HISTORY

- Staff who attended this training expressed how much they liked it and how good it is
- The demand to have this training increased
- You could really tell the difference in staff after they attended training
- Staff appeared more confident, and in control of their own emotions
- Many staff carried this confidence with them and applied what they learned in all situations.



OUR INVESTMENT IN STAFF

- DSN-MO believes Tools training empowers staff to feel confident
 - DSN-MO believes Tools training provides staff with the skills needed to achieve success
 - DSN-MO believes Tools of Choice opens the door to positive, effective and clear communication for all stakeholders
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BUYING IN

- DSN-MO was given the opportunity to have two staff attend a train the trainer workshop
- In December of 2014 DSN-MO sent Jenise McKee, Residential Coordinator and Misty Bryant, Front Line Supervisor to Train The Trainer. They attended a 6 day class that consisted of lecture, homework and presentations
- DSN-MO now has 2 trainers!

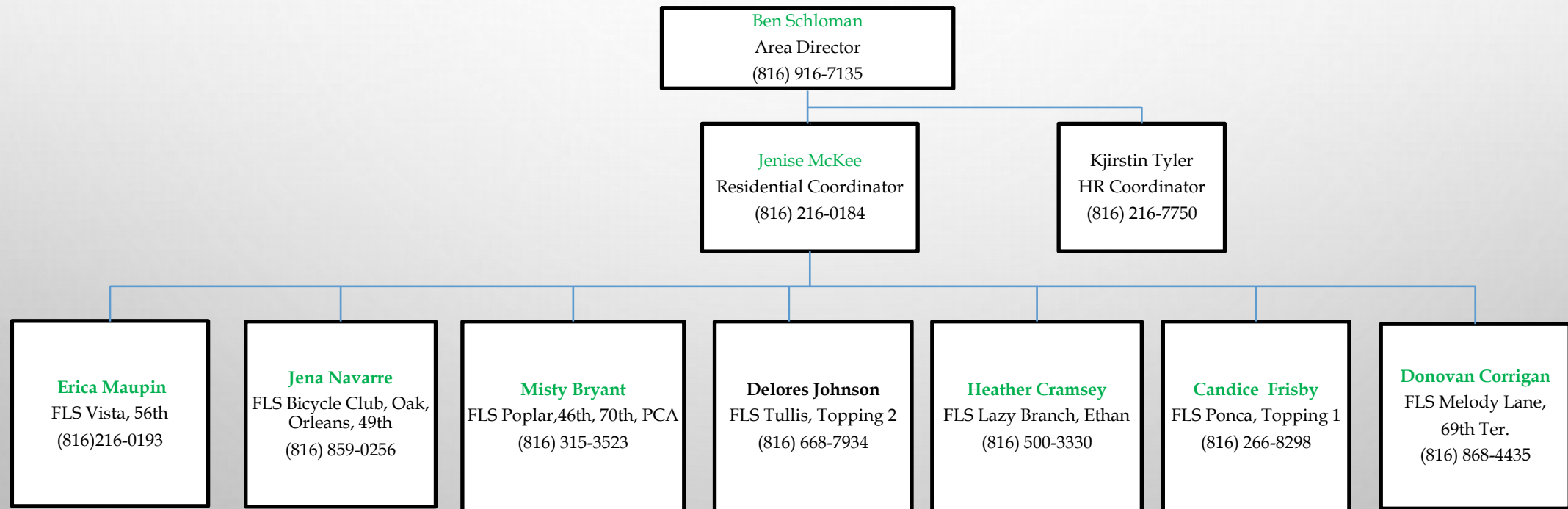
DSN-MO CONDUCTED THEIR OWN TOOLS
OF CHOICE TRAINING IN JANUARY 2015!!



DSN-MO ORGANIZATIONAL CHART

To have any supervisors and senior staff trained first

FLS in green have been through training



2015 TRAINING SCHEDULE

- JANUARY 5TH - 7TH
- FEBRUARY 2ND - 4TH
- APRIL 6TH - 8TH
- MAY 4TH-6TH
- JUNE 1ST-3RD
- JULY 6TH-8TH
- AUGUST 3RD -5TH
- SEPTEMBER 8TH-10TH
- OCTOBER 5TH-7TH
- NOVEMBER 2ND - 4TH
- DECEMBER 7TH-9TH



DSN-MO has 18 ISL's
7 are considered to have high
behavioral needs




BREAKDOWN OF TRAINING PROCESS

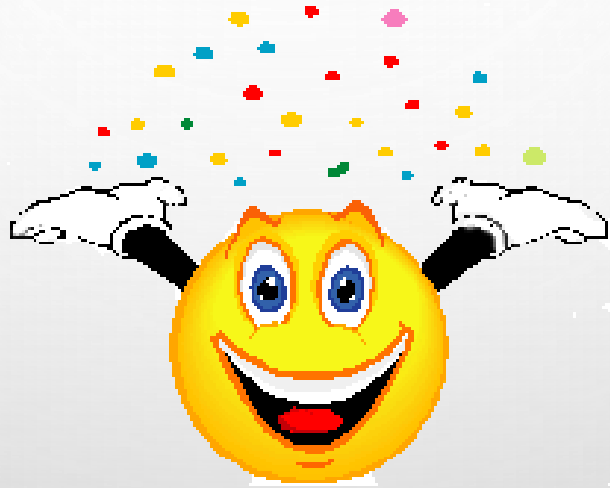
1. Overview and quiz at New Hire training
2. In-home observation of previously Tools-trained staff
3. After 90 days of employment - earn full Tools training
4. Follow up coaching



COACHING

- Conduct three fidelity checks
 - 1st fidelity check is two weeks after full Tools training conducted by the FLS
 - 2nd is 30 days after full Tools training conducted by Jenise
 - 3rd is 60 days after full Tools training conducted by Misty
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Since January 2015 we have trained 17 staff in
Tools of Choice!!!



FUTURE PLANS

- To provide parents and guardians with Tools of Choice training through DSN-MO
- To create a recertification process to refresh staff on previous training
- To provide Tools of Choice to many of our individuals to assist them in living with their roommates and getting along with others
- To provide Tools of Choice training to all personnel. Currently 29% of our employees have completed training